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ABSTRACT

An annotated bibliography containing 1,110 items from 1967 through early 1977 and other relevant resources covers virtually all the significant material on campus collective bargaining and closely related issues regarding campus governance and employment relations. It complements five publications from 1972-76 and indexes both authors and subjects. Nonbibliographic resources are included, and a characterization of the work, including chapters from multiply-authored books, conference reports and symposia, is provided. Items are listed alphabetically for each year and are presented in two main sections: (1) books, booklets, monographs, and dissertations; and (2) articles, chapters, papers, and other brief items. The volume also contains a selection of significant unpublished documents and dissertations, pamphlets, addresses, reports, and working papers. The relevant legal literature is also included. (SW)

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RESOURCES

On Campus Governance and Employment Relations

1967-1977

With Essay, Annotations, and Indexes

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Terrence N. Tice

Academic Collective Bargaining Information Service
1818 R Street, N. W.
Washington, DC 20009

March, 1978

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INTRODUCTORY ESSAY

This resource study deals with academic collective bargaining and the interface of employment relations with campus governance. It is offered both as an aid to practitioners and as a base upon which to build useful scholarship. The same aims are true of the 2,724-item bibliography concurrently prepared for the Labor-Management Services Administration, U. S. Department of Labor: Employment Relations Bibliography 1967-1977: Public, Non-Profit and Professional Employees, with Background in Labor Law and Practice--Essay, Annotated Listing, Indexes (Washington, D.C., 1978). It further supplements the Academic Collective Bargaining Information Service Handbook of Faculty Bargaining by George W. Angell, Edward P. Kelley, Jr., and Associates (#310 below). Both the U. S. and Canada are covered.

Although this project has often been rather tedious, since 1971 I have regularly included it among my scholarly efforts, and for three reasons. First, as a philosopher of education and social process I found these important higher education issues both engaging and revealing of still deeper issues; I thus wanted to survey the whole spectrum of materials for purposes of my own reflection. Second, I felt that those who care to reflect on these matters should have orderly access to everything significant that has been done and should not be doomed simply to repeat the contributions and mistakes of the past. Third, I wanted to get appropriate aids and guidelines into the hands of practitioners.

As will be seen, I have a guarded opinion of the literature as a whole, in the sense that it fails to provide much that I deem crucial while it often pursues relatively inconsequential aims. I hope that people using this study will be incited to encourage, produce and support better scholarship, based on some very fine work that already resides within this literature.

Description

The present listing of 1,110 bibliographic items from 1967 through early 1977, and of other relevant resources, covers virtually all the significant material on campus collective bargaining and closely related issues regarding campus governance and employment relations. It greatly augments that given in five of my 1972-1976 publications on these subjects (##84, 130, 176, 253, 300) and indexes both authors and subjects, thus offering numerous mini-bibliographies.

An initial section on non-bibliographic resources is given, then the bibliography. Full citations are given for each item and annotations where necessary to identify or characterize the work, including chapters from multiply authored books, conference reports and symposia. Items are listed alphabetically for each year and in two main sections:

I. Books, Booklets, Monographs, and Dissertations

II. Articles, Chapters, Papers, and Other Brief Items

Only samples of important items from the public school arena or from the huge complementary area of equal employment opportunity have been included in this study and its companion. The literature on both areas is considerable and deserves separate treatment.

Although most of the bibliography consists of books and articles, it also includes a selection of significant unpublished documents and dissertations, pamphlets, addresses, reports and working papers. It excludes news reports, one-page articles, very brief and time-bound opinion pieces, court and board decisions, arbitration awards, legislation, and governance literature that does not impinge on employment concerns. It further excludes all but a few items of

in-house union literature and of articles in union newspapers, which are usually quite brief or occasional. Some items among the excluded materials can be found in bibliographies issued annually since 1974 by the National Center for the Study of Collective Bargaining in Higher Education, while many items listed here are not in those collections. (See index for other bibliographies and resources.)

Special pains have been taken to find the relevant legal literature. This is often ignored, partly because it is wrongly thought to be overly specialized or esoteric, partly because the legal indexes do not cover higher education very well. It is important, however, to acknowledge the rapid expansion of college and university law in this period. As of September 1976, the National Association of College and University Attorneys had 1,640 lawyer members representing 740 institutions.

Several hundred sources have been consulted in preparing this study, including all the standard indexes and periodicals in law, labor relations and education and all the bibliographies cited here. Only a handful of items were not seen.

Setting

Over the past thirty years, perhaps no set of issues has hit the higher education literature more strongly, more consistently over time, and with broader coverage than that of collective bargaining. This occurred, moreover, only when the possibility of widespread faculty involvement had begun to arise.

When academia is threatened, it responds with a torrent of words. One striking indicator of this phenomenon lies in the proportion of employment relations literature that is devoted to academic bargaining. The total literature I estimate to be about 5,000 items, on the basis of selection used here. From 1967 to early 1977, over 20 percent of the literature devoted to collective bargaining and closely related employment relations issues outside the private industrial sector was fixed on the academic scene. Another 20 percent dealt with the rest of education, leaving only about 60 percent for all other employment groups in the public, nonprofit and professional sectors (government white collar staff at all levels, medical personnel, librarians, police and firefighters, engineers, and the like).

The employment relations literature outside education holds high quality commentary and advice but comparatively little basic research. The federal government has made far greater investment in providing statistical information and other services in the public area outside education. There is also a rich body of legal inquiry and numerous sets of practical guidelines on public employment relations. A few good studies relate to other nonprofit and professional personnel. Nevertheless, academic investigators have in large part failed all these sectors. Given the usually antiquated modes of research development and support directed to public issues, this history was practically inevitable, but it is not irremediable. Here, as elsewhere, change begins with understanding where we are.

Characterization of the Literature

The 1,110-item literature contained here includes some 111 full-dress books, most of them on governance, 114 dissertations, and 74 substantial essays or reports not in article form. It contains 791 numbered article entries, chapters, papers, and other brief items plus over 400 additional items recorded in the annotations.

The year 1967 is a suitable break point since only a trickle of articles related to academic bargaining appeared before that time and no longer writings. In future years, 1977-78 may be seen to have brought the first real slowdown in campus organizing, unless further state legislation is passed enabling public

employees to bargain collectively. In states that have such laws nearly all the campuses likely to have collective bargaining already have it. In any case, the change in national administration makes 1977 a good time to consolidate and take stock.

The literature through early 1977 had reflected no halting of scholarly attention, only escalation. It may be conveniently divided into three periods:

I. 1967-1970	- 128 items
II. 1971-1973	- 311 items
III. 1974-early 1977	- 671 items

Before 1971, exploration and debate concerning academic collective bargaining was limited to a few states and was directed chiefly to the community college scene. Virtually all the books from 1967 to 1971, therefore, deal with governance issues and without reference to collective bargaining. From 1971 to 1973, most higher education organizations and journals had taken an interest; new organizations, conferences and research efforts of national scope were established in the face of rapidly increasing unionization among faculty in both two-year and four-year institutions. Nearly two-thirds of the total literature (671 of 1,110) appeared in the period 1974 to early 1977.

Union organization on campus has followed the rising tide of public employment legislation from 1965 to 1975. By 1975, just over 50 percent of all full-time state and local government employees and well over that percentage of non-uniformed federal employees belonged to employee organizations. Accordingly, by March 1977 there were some 329 faculty bargaining units in 560 campuses and institutions. Whereas I had estimated in 1973 that approximately 11.8 percent of all campuses and institutions had faculty bargaining units that year, my figures show that some 19.8 percent had them by May 1976 and some 21.5 percent less than a year later. Universities and four-year colleges are well represented among the additions in recent years. These figures show that faculty unionization had continued to increase at a steady pace through the academic year 1976-77, this despite the lack of enabling legislation in twenty-six states (mostly in the South and West) and despite the reluctance of both faculty and administrators in all but a few private institutions to have the National Labor Relations Board enter into their affairs.

The comparative fate of non-faculty groups in academia has unfortunately not been followed by scholars. Often some of these groups have organized long before the faculty. Patterns of personnel administration with faculty can thus be markedly affected by those formed to meet the needs and demands of other employees.

Several times since 1965, it has looked as though direct student involvement in employment relations issues, as employees or as participants in faculty bargaining, might spread. So far this has not happened, but the small literature (see index) reminds us that the largest constituency in higher education has a stake in the 70 to 80 percent of budgets that represent changeable costs from year to year, most of which is affected by employment decisions. Their influence could well increase in harder times. During the Free Speech Movement era at the University of California the American Federation of Teachers organized nearly half of the Berkeley teaching and research assistants and readers.*

From the 1967-1976 period, 114 doctoral dissertations have been selected from Dissertation Abstracts, volumes 27 (1966-67) through 37 (1976-77). Reflecting the sharp rise of interest in collective bargaining issues within the academic community after 1971, only 18 could be selected from the first six years, 1967-1972,

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*Sidney Ingerman, "Employed Graduate Students Organize at Berkeley," Industrial Relations 5, no. 1 (October 1965), 141-150.

whereas 17 were chosen from 1973, 16 from 1974, and a whopping 39 from 1975. Although volume 37 of Dissertation Abstracts does not record all of the 1976 production, 24 could already be selected from that year. Many of these studies are of good quality. The total group, however, does not yield a data base either broad or solid, and only a few use the historical and case study methodologies so greatly needed for utilizable study in this area. Orders are handled by University Microfilms, 300 N. Zeeb Road, Ann Arbor, Michigan 48103.

A thoroughgoing search through the ERIC system for documents was also undertaken. Document numbers (e.g., ED 126 840) refer to those listed that are available from ERIC Document Reproduction Service, P.O. Box 190, Arlington, Virginia 22210 (usually in both microfiche and hard photocopy). (See "Documents" in the index for these and other such items.)

Among periodicals selected for the index, the Journal of the College and University Personnel Association has contributed most to the discussion with 72 items over the ten-year period, all but 19 of these since 1973. The Journal of College and University Law and its earlier edition, College Counsel, had 38 relevant items and rather steadily over the period. The Journal of Higher Education had 38 items, 17 from 1971-1973 and 17 from 1974-1977, only 2 from 1967-1970. AGB Reports added 30 brief articles, all but 7 since 1973 and most on the broader issues of governance, not on employment relations. Community and Junior College Journal, formerly Junior College Journal, contributed 21, AAUP Bulletin 23, the Chronicle of Higher Education numerous news articles and statistical charts including 22 longer items listed here. Since 1973, the National Center for the Study of Collective Bargaining in Higher Education has issued newsletters and computerized contract studies; the Academic Collective Bargaining Information Service has issued dozens of study reports and other sources of information. Both have held training conferences and have published books as well. The remaining articles were spread over some twenty higher education and general education serials and among numerous other periodicals, especially legal and employment relations journals.

In the past few years, case studies have been on the increase. Techniques of indepth interviewing and anthropological-philosophical-historical inquiry are still infrequently used, more rarely still used to their best advantage. This is unfortunate, because such techniques are necessary to get at the underlying values, conflicts and processes that determine action, and they are designed to provide highly useful insights.

The amount and quality of governance-related articles is disappointing given the enormity of governance problems today. Apart from the predominant relationship to collective bargaining, the major themes had to do with issues of faculty participation, state coordination and state systems, rarely with other broadscale, future-responsive issues of planning, policy-making and reform.

All too often the research is, in effect, reduced to isolated description, speculative commentary, or counting. Through several regular information services and the ERIC system a wide sample of documentation has been made available, especially since about 1973. Without much further indepth analysis of actual situations and systematic inquiry into complex interlocking factors, however, even this material is likely to remain quite partial and misleading.

We find much excellent counsel on deciding whether to enter bargaining, on what to do when you get there, and on dealing with nagging governance problems. Recently interest has also been helpfully directed to the web of relationships that must be thoughtfully tended between the periods of more intensive bargaining and to contract administration. All-too-brief consideration is also given to schemes alternative to collective bargaining or to the tailoring of bargaining to institutional context, though some sensitive readings on these issues have also appeared in recent years.

Now that the groundwork has been laid, it is time to look more clearly at campus employment relations as a whole, an an integral and deeply influential

part of institutional systems, and as a force potentially obstructive of needed change. It is time to cultivate further training and evaluation approaches to the ways people, groups and leaders may relate to each other in such processes. It is time to consider more thoroughly how employment relations issues relate to other important issues, both on campus and in the rest of society. Finally, it is time to take a more nearly global perspective and ask: What that we are or could be doing in employment relations is responsive to the long-term future needs of mankind (and of our own communities, whatever their scope), for which higher education has a crucial mission? We must be asking: What would facilitate more sensitive, reflective policy-making, planning and reform in these areas of concern.*

In sum, a large literature on campus employment relations has grown over the past decade, most of it successfully focusing on faculty bargaining, and an impressive proportion of this relating bargaining to governance concerns. Much of the literature contains valuable opinions and reflections from keen observers, and is worthy of attention for this reason. Yet it yields little solidly organized inquiry of the sort needed for intelligent planning, policy-making and reform. It may reasonably be expected that both scholars and practitioners will shift to this direction over the next decade, partly by desire, partly through the pressure of external circumstances.

A C K N O W L E D G E M E N T S

This project is an extension of Resources on Academic Bargaining and Governance (#176), a highly selective listing I prepared for Academic Collective Bargaining Information Service in 1974. I should like to express my appreciation both for its support of my efforts and for the fine work being done by George Angell, Edward Kelley, and their staff and associates.

Numerous librarians, especially in Washington, D.C., Ann Arbor and East Lansing, Michigan, and Ithaca, New York, have been of great help to me. Among these JoAnn Sokkar and Philip Dankert are especially deserving of mention.

The excellent working relationship with staff of the Institute of Continuing Legal Education, where I have served as program consultant and editor since 1971, has also greatly aided me in this work. Here I want especially to single out John Reed, its former director; Austin Anderson, its current director; Danette Wineberg, associate director; and, perhaps the most persistently demanding and supportive of us all, Grace Holmes, director of publications. Much of this book was first forged in preparation for ICLE publications.

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*For further explanations of this position, see the "Introduction to Campus Employment Relations, edited by me, 1-9 (#300 below); introductions to the several sections of my book Campus Employment Relations: Readings and Resources (#253), and my article "Alternatives to the 'Water Bug' Mentality' in Campus Employment Relations" in Current Issues in Education 2, no. 2 (John Dewey Society, Fall 1977), 17-32.

RESOURCES

We begin with an account of some non-bibliographic resources, using the following outline:*

I. Higher Education Services
II. Education Associations
III. Unions
IV. Other National Sources
V. Other Periodicals

An extensive account of non-bibliographic public employment relations resources is given in Employment Relations Bibliography 1967-1977, noted above (p. 1). This includes reporter services, manuals and related serials; labor-management relations news and commentary; current information and research; conferences, conventions, and other events; training programs and materials. In both works, the subject index also gives access to other clusters of information about resources. Here, for example, it is useful to consult index entries for organizations, institutions, the states, and entries like "Case studies and examples," "Dissertations," and "Documents" as well as subjects like "Dispute resolution," "Governance," "Tenure" and "Universities."

Higher Education Services

The higher education associations, centers for the study of higher education, and private consulting firms all provide services on campus governance, occasionally on employment relations as well. Two organizations now provide a variety of services related especially to collective bargaining in higher education.

1. Academic Collective Bargaining Information Service, 1818 R Street, N.W., Washington, D.C. 20036. Telephone: (202) 387-3760. Edward P. Kelley, Jr., Director. The first director, George W. Angell, continues to work with ACBIS as a consultant. ACBIS is agent for a consortium of higher education associations. The agency publishes materials for training and information, fact sheets, research reports, and books, holds conferences, and provides other consultative services.

2. National Center for the Study of Collective Bargaining in Higher Education, Baruch College--City University of New York, 17 Lexington Avenue, New York, N. Y. 10010. Telephone: (212) 725-3390. Theodore H. Lang, Director. The Center holds an annual conference and regional conferences, publishes annual bibliographies and proceedings, issues Newsletter, does computer-aided studies of contract provisions, and offers other related services.

In addition, the following organizations have become especially notable centers for research, information or training.

3. Center for the Study of Higher Education, Pennsylvania State University, University Park, Pennsylvania 16802. Telephone: (814) 865-6346. Staff: Kenneth P. Mortimer.

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*I wish to express my thanks to Thomas A. Emmet for helpful ideas and many bits of information incorporated here. See his list of "Resources" in Campus Employment Relations, 361-368 (#300) and my earlier lists (##176, 253).

4. Education Commission of the States, Suite 300, 1860 Lincoln Street, Denver, Colorado 80203. Telephone: (303) 893-5200. Staff: Richard Millard, Nancy Berve, Doris Ross, and Thomas A. Emmet. Publications: Compact, Research Reports, and Legislative Review. (See index.)

5. ERIC Clearinghouse on Higher Education, One Dupont Circle, N.W., Washington, D.C. 20036. Telephone: (202) 296-2597. Staff: Carol H. Shulman. ERIC issues a Research Report series and makes unpublished and out-of-print material available in microfiche and photocopies. (See p. 4 for instructions on how to obtain material listed in its indexes, available in almost every library.)

6. Faculty Unionism Project, Institute of Business and Economic Research, University of California, 156 Barrows Hall, Berkeley, California 94720. Telephone: (415) 642-1922.

7. Industrial Relations Center, College of Business Administration, University of Hawaii, 2404 Maile Way, Honolulu, Hawaii 96822. Telephone: (808) 948-8132. Director: John B. Ferguson; research staff: Joyce M. Najita and Helene S. Tanimoto. (See index for list of publications.)

8. Institute of Continuing Legal Education, Hutchins Hall, University of Michigan, Ann Arbor, Michigan 48109. Telephone: (313) 764-0533. Director: Austin Anderson; Consultant, Terrence N. Tice (764-5496). Conducts programs and publishes books on higher education and the law. (See index.)

9. Institute of Management and Labor Relations, Department of Research, Rutgers University, New Brunswick, New Jersey 08903. Telephone: (201) 932-7480. Chairman: James P. Begin. (See index.)

Education Associations

Among the national education associations not serving as unions, the following have been especially engaged with issues both of governance and of collective bargaining and employment relations.

1. American Association of Community and Junior Colleges, One Dupont Circle, N.W., Washington, D.C. 20036. Telephone: (202) 293-7050. Staff: Richard Wilson. Publication: Community and Junior College Journal. (See index.)

2. American Association of State Colleges and Universities, One Dupont Circle, N.W., Washington, D.C. 20036. Telephone: (202) 293-7070. Staff: William Fulkerson. Publications: AASCU Studies, Proceedings.

3. American Council on Education, One Dupont Circle, N.W., Washington, D.C. 20036. Telephone: (202) 833-4700. Staff: Charles Fisher, W. Todd Furniss, Sheldon Steinbach. Publications: Educational Record and Higher Education and National Affairs. It also makes available the Richard Gilpin College Simulation Case, developed by Thomas A. Emmet and Ray A. Howe.

4. Association of American Universities, One Dupont Circle, N.W., Washington, D.C. 20036. Telephone: (202) 293-6177. Executive Secretary: Charles V. Kidd.

5. Association of Governing Boards of Universities and Colleges, One Dupont Circle, N.W., Washington, D.C. 20036. Telephone: (202) 296-8400. Staff: Thomas Ingram. Publications: AGB Reports and Newsletter. (See index.)

6. College and University Personnel Association, Suite 525, One Dupont Circle, N.W., Washington, D.C. 20036. Telephone: (202) 833-9080. Executive Director: R. Frank Mensel. Publication: Journal of the College and University Personnel Association. (See index.)

7. National Association of College and University Attorneys, One Dupont Circle, N.W., Washington, D.C. 20036. Telephone: (202) 296-0207. Executive Director: Peter L. Wolff. Publications: Journal of College and University Law and the bimonthly College Law Digest (1970-). (See index.)

8. National Association of College and University Business Officers, One Dupont Circle, N.W., Washington, D.C. 20036. Telephone: (202) 296-2346. Executive Vice President: D. F. Finn. Publications: College and University Business Officer and NACUBO Professional File.

9. National Association of State Universities and Land Grant Colleges. One Dupont Circle, N.W., Washington, D.C. 20036. Telephone: (202) 293-7120. Staff: Susan Fratkin. Publication: The Circulator Letter.

10. National Organization on Legal Problems of Education (NOLPE), 825 Western Avenue, Topeka, Kansas 66606. Telephone: (913) 273-3600. Publications: NOLPE Notes, NOLPE School Law Reporter, and Yearbook of School Law.

Unions

1. American Association of University Professors, One Dupont Circle, N.W., Washington, D.C. 20036. Telephone: (202) 466-8050. Collective Bargaining Director: Woodley B. Osborne. Publications: AAUP Bulletin and Academe. (See index.)

2. American Federation of Teachers (AFL-CIO), 11 Dupont Circle, N.W., Washington, D.C. 20036. Telephone: (202) 797-4400. Higher Education Director: Robert Nielsen. Publications: The American Teacher, Teachers Voice, Changing Education and On Campus. (See index.)

3. American Federation of Government Employees (AFL-CIO), 1325 Massachusetts Avenue, N.W., Washington, D.C. 20005. Telephone: (202) 737-8700. Publication: The Government Standard.

4. American Federation of State, County and Municipal Employees (AFL-CIO), 1625 L Street, N.W., Washington, D.C. 20036. Telephone: (202 452-4800. Publication: The Public Employee.

5. National Education Association, 1201 16th Street, N.W., Washington, D.C. 20036. Telephone: (202) 833-4000. Higher Education Director: Charles Bob Simpson. Publications: Today's Schools, NEA Reporter, and Higher Education Forum, also Negotiation Research Digest (1967-). (See index.)

6. Office and Professional Employees International Union (AFL-CIO), Suite 610, 265 West 14th Street, New York, New York 10011. Telephone: (202) 296-5940. Publication: White Collar.

7. Service Employees International Union (AFL-CIO), 900 17th Street, N.W., Washington, D.C. 20036. Telephone: (202) 296-5940. Publications: Service Employee, Public Service News, and Leadership News.

Other National Sources

Only a few of the other national sources of aid and information are given here; many are included in the other study mentioned above. Four are major employment relations agencies of the U. S. government.

1. American Arbitration Association, 140 West 51st Street, New York, New York 10020. Telephone: (202) 582-6620. Publications: Arbitration Journal, Arbitration in the Schools, Labor Arbitration in Government, and Lawyers' Arbitration Letter and the Digest of Court Decisions. The AAA also has the National Center for Dispute Settlement, 1212 6th Street, N.W., Washington, D.C. 20036. Telephone: (202) 628-1545. Staff: Alfred Cowles, Phyllis Kaye.

2. Bureau of Labor Statistics, U. S. Department of Labor, Information Office in Room 1512, General Accounting Building, 441 G Street, N.W., Washington, D.C. 20212. Telephone: (202) 523-7304. Publications: Monthly Labor Review and many other publications, few of them related to higher education. The Bureau also has regional offices.

3. Bureau of National Affairs, Inc., 1231 25th Street, N.W., Washington, D.C. 20037. Telephone: (202) 542-4200. For government relations at all levels, the most important regular service is BNA's Government Employee Relations Report (GERR), issued weekly in looseleaf form since 1963. Other BNA publications: Labor Arbitration Reports, Labor Relations Reporter, Daily Labor Report, White Collar Report, and Labor Relations Yearbook.

4. Commerce Clearing House, 4025 West Peterson Avenue, Chicago, Illinois 60646. Telephone: (320) CO7-9010. Publications: the weekly Labor Law Reports, issued since 1934, and Labor Arbitration Awards, Labor Cases, Labor Law Guide, Personnel Guide, NLRB Decisions, and College and University Reports.

5. Federal Mediation and Conciliation Service, U. S. Department of Labor Building, Third Street and Constitution Avenue, Washington, D.C. 20210. Telephone: (202) 393-7350. The Service also has regional offices, issues Annual Report.

6. Industrial Relations Research Association, Social Science Building, University of Wisconsin, Madison, Wisconsin 53706. Telephone: (608) 262-2762. Publication: Proceedings.

7. Labor-Management Services Administration, U. S. Department of Labor, Third Street and Constitution Avenue, Washington, D.C. 20210. Telephone: (202) 393-2420. This Administration includes the Division of Public Employee Relations, John L. Bonner, Chief, and conducts field-based training programs as well as providing information and publications.

8. National Labor Relations Board, 1717 Pennsylvania Avenue, N.W., Washington, D.C. 20570. The Division of Information is in Room 710; Telephone: (202) 254-9933. The Board has numerous field offices. It supervises collective bargaining in the private sector, including private colleges and universities. Since 1936, the U. S. Government Printing Office has published Decisions and Orders of the National Labor Relations Board, Digest of Decisions of the National Labor Relations Board, Annual Reports, and Court Decisions Relating to the National Relations Act.

9. Project on the Status and Education of Women, sponsored by the Association of American Colleges, 1818 R Street, N.W., Washington, D.C. 20009. Telephone: (202) 387-1300. This project began its work in 1971. On Campus with Women includes information about campus employment relations issues. Other occasional guides and information are also available.

Other Periodicals

Other relevant serials include: Change, Industrial Relations, Industrial Relations Law Digest, Journal of Collective Negotiations in the Public Service, Journal of Higher Education, Journal of Law and Education, and Liberal Education.

The International Personnel Management Association, 1313 E. 60th Street, Chicago, Illinois 60637, publishes Public Personnel Management and a monograph series, Public Personnel Relations Library. Educational Service Bureau, Inc., 1835 K Street, N.W., Washington, D.C. 20006, issues Educators Negotiating Service (1967-). Industrial Relations Service, 730 Midland Bank Building, Minneapolis, Minn. 55401: the monthly Public Sector Arbitration Awards (1974-). Prentice-Hall: the looseleaf Public Personnel Administration: Labor-Management Relations (1972-), in a three-volume binder set.

BOOKS, BOOKLETS, MONOGRAPHS, AND DISSERTATIONS

1967

1. American Association for Higher Education. Faculty Participation in Academic Governance. Washington, D.C.: American Association for Higher Education, 1967. 67 p. Report of the AAHE task force on faculty representation and academic negotiations, Campus Governance Program.

2. Demerath, Nicholas J., Richard W. Stephens, and R. Robb Taylor. Power, Presidents, and Professors. New York: Basic Books, 1967. viii, 275 p.

3. Garrison, Roger H. Junior College Faculty: Issues and Problems--A Preliminary National Appraisal. Washington, D.C.: American Association of Junior Colleges, 1967. vi, 90 p.

4. Joughin, Louis, ed. Academic Freedom and Tenure: A Handbook of the American Association of University Professors. Madison: University of Wisconsin Press, 1967. xiv, 343 p.

5. Lane, Robert E. "Faculty Unionism in a California State College: A Comparative Analysis of Union Members and Non-Members." Ph.D. dissertation, University of Iowa, 1967. 173 p. Dissertation Abstracts, Vol. 28-A, p. 1936. Order No. 67-16815.

6. Weber, Arnold R. Academic Negotiations--Alternatives to Collective Bargaining. Chicago: University of Chicago, 1967. 13 p. ED 014 122. American Association for Higher Education document.

1968

7. Dykes, Archie R. Faculty Participation in Academic Decision Making: Report of a Study. Washington, D.C.: American Council on Education, 1968. vii, 44 p.

8. Foote, Caleb, Henry Mayer, et al. The Culture of the University: Governance and Education. San Francisco: Jossey-Bass, 1968. xviii, 288 p. Report of an official University of California, Berkeley, faculty-student commission.

9. Goldenberg, Shirley B. Professional Workers and Collective Bargaining: An Analysis of the Problems Which Professional Workers and Their Employers Face When They Adopt a Collective Bargaining Relationship. Ottawa: Task Force on Labour Relations, 1968. viii, 298 p. Includes references to university professors.

10. Gorman, Robert A. Statutory Responses to Collective Bargaining in Institutions of Higher Learning. Washington, D.C.: American Association of University Professors, 1968. 15 p. ED 052 757. Compares federal (NLRA) and state provisions.

11. Haak, Harold H. Collective Bargaining and Academic Governance: The Case of the California State Colleges. San Diego: Public Affairs Research Institute, San Diego State College, 1968. 30 p.

12. Lester, Jeanette A. "The American Federation of Teachers in Higher Education: A History of Union Organization of Faculty Members in Colleges and Universities, 1916-1966." Ed.D. dissertation, University of Toledo, 1968. 375 p. Dissertation Abstracts, Vol. 29-A, p. 2930. Order No. 69-3431.

13. Malik, Joseph A. "Faculty Participation in Decision-Making in Oregon Community Colleges." Ed.D. dissertation, University of Oregon, 1968. 215 p. Dissertation Abstracts, Vol. 29-A, p. 2066. Order No. 69-35.

14. Ortell, Edward Calvin. "Perceptions of Junior College Leaders with Respect to Selected Issues in Professional Negotiations." Ph.D. dissertation, United States International University, 1968. 238 p. Findings were from leaders in the California Junior College Faculty Association and the California Teachers Association--Southern Section. Dissertation Abstracts, Vol. 29-A, p. 2939. Order No. 69-1725.

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15. Carlton, Patrick W., and Harold I. Goodwin, eds. The Collective Dilemma: Negotiations in Education. Worthington, Ohio: Charles A. Jones, 1969. xii, 399 p. An anthology, with introductions. From Part Three, Section C., the four articles by Marmion, Davis, Kugler, and Frankie and Howe (all from 1968) are included in the present listing.

16. Creal, Richard C. "A Study of the Factors Which Influence the Course of Collective Negotiation Toward Resolution of Impasse in Selected Community Colleges." Ph.D. dissertation, University of Michigan, 1969. 258 p. Eight Michigan community colleges were studied. Dissertation Abstracts, Vol. 31-A, p. 577. Order No. 70-14493.

17. Ingham, E. Alden. Colleges of the Forgotten Americans: A Profile of State Colleges and Regional Universities. New York: McGraw-Hill, 1969. 206 p. A survey study sponsored by The Carnegie Commission on Higher Education, as is that by Andrew Greeley below (#19).

18. Elam, Stanley, and Michael H. Moskow, eds. Employment Relations in Higher Education. Bloomington, Indiana: Phi Delta Kappa, 1969. 215 p. Proceedings of a symposium at Temple University, November 1968; not comprehensive; contrasting views of faculty representation by Myron Lieberman and Walter Oberer.

19. Greeley, Andrew M. From Backwater to Mainstream: A Profile of Catholic Higher Education. New York: McGraw-Hill, 1969. viii, 184 p.

20. Smith, G. Kerry, ed. Agony and Promise: Current Issues in Higher Education, 1969. San Francisco: Jossey-Bass, 1969. xvii, 282 p. Papers of American Association for Higher Education 24th National Conference; especially Section V--Governance: Lewis B. Mayhew, "Faculty in Campus Governance," 145-160, and John C. Livingston, "Academic Senate Under Fire," 161-172.

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25. Goulding, Joel Arthur. "The History of Unionism in American Higher Education." Wayne State University Ed.D. dissertation, 1970. 327 p. Background and recent history of AAUP, AFT, and NEA. Dissertation Abstracts, Vol. 31-A, p. 3290. Order No. 71-409.

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27. Howe, Ray A. To What Extent Do the Devices, Techniques, and Procedures of Industrial Relations Apply to Higher Education? Washington, D.C.: American Association for Higher Education, 1970. 5 p.

28. Hunter, John Robert. "An Analysis of Observations Regarding Issues of Negotiations in Community Junior Colleges." University of Kansas Ph.D. dissertation, 1970. 147 p. Analysis of responses to a questionnaire distributed to leaders in a sample of North Central Association colleges yielded differences of opinion between college presidents, faculty organization presidents and trustee board chairmen, with a generally limited understanding of the negotiation process. Dissertation Abstracts, Vol. 31-A, p. 2643. Order No. 70-25431.

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31. McPeake, John D., and Charles M. Stanton. Collective Negotiations and the Community College System in Massachusetts: A Case Study. October 1970. 19 p. ED 046 377. Professor McPeake taught at Massasoit Community College, in 1968-1969 the first postsecondary school in Massachusetts to negotiate a contract. Professor Stanton was in the field of higher education at Boston College. This study outlines the movement toward bargaining, the problems of obtaining recognition and determining an appropriate unit, and the topics negotiated.

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33. Mortimer, Kenneth P., and David W. Leslie, eds. Institutional Self-Study at The Pennsylvania State University. University Park: Center for the Study of Higher Education, Pennsylvania State University, December 1970. 157 p.

34. Simons, Laird H., Jr., Ray A. Howe, and Elwood A. Shoemaker. "The Role of the Trustees and Professional Negotiations." In Report on the Proceedings of the Fourth Annual Conference for Pennsylvania Community College Trustees, edited by James P. Murphy, 10-19. Harrisburg, Penn.: Pennsylvania Department of Education, 1970. ED 051 798.

35. Williams, Douglas Frederick. "A Study of the Organizational Procedures for Collective Negotiations in Fifteen Selected Michigan Community Junior Colleges." University of Texas at Austin Ph.D. dissertation, 1970. 184 p. This study, conducted in the Fall of 1969, concludes with twelve guidelines for trustee boards and administrators to use in preparation for negotiations. Dissertation Abstracts, Vol. 31-A, p. 3249. Order No. 71-214

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45. Dill, David. Case Studies in University Governance. Washington, D.C.: National Association of State Universities and Land-Grant Colleges, 1971. xii, 192 p. The case studies are of Florida A. & M., Minnesota, Columbia, and New Hampshire.

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57. Moore, John W. Pennsylvania Community College Faculty: Attitudes Toward Collective Negotiations. University Park: Center for the Study of Higher Education, Pennsylvania State University, May 1971. 60 p. ED 051 801. A study of faculty attitudes at ten of twelve Pennsylvania community colleges. The author's 1970 dissertation at Pennsylvania State University was on "The Attitudes of Pennsylvania Community College Faculty Toward Collective Negotiations in Relation to Their Sense of Power and Sense of Mobility."

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68. Carnegie Commission on Higher Education. A Digest and Index of Reports and Recommendations, December 1968--June 1972. Berkeley, Calif.: Carnegie Commission on Higher Education, 1972. 191 p. The Commission, which began its work in 1967, has published numerous studies and reports. Some were still being published in 1976. A briefer guide is presented in Change 5, no. 9 (November 1973), with critiques by Norman Birnbaum and W. Roy Niblett. Also see Lewis B. Mayhew's 1973 book (#122) and chapters 1-4 in W. Vermilye Dyckman's 1972 book (#71).

69. Coe, Charles Alan. "A Study of the Procedures Used in Collective Bargaining with Faculty Unions in Public Colleges and Universities." Ph.D. dissertation, Michigan State University, 1972. 300 p. Interviews were held with administrators from six public four-year institutions. Each person had served on a team that bargained a contract with a faculty union before December 31, 1971. A procedural model was then developed for use by administrators in preparation for negotiations and during the bargaining process. Dissertation Abstracts, Vol. 33-A, p. 4867. Order No. 73-05348. Also published in article form, 1973 (#556).

70. Dionisopoulos, P. Allan. The Rights of Nontenured Faculty: The New Constitutional Doctrine of Perry v. Sindermann and Board of Regents v. Roth. De Kalb: Center for Governmental Studies, Northern Illinois University, 1972. 63 p.

71. Dyckman, W. Vermilye, ed. The Expanded Campus, Current Issues in Higher Education 27. San Francisco: Jossey-Bass, 1972. xvii, 284 p. Chapters 1-4 are on the Carnegie Commission's work. Other relevant chapters: E. D. Duryea and Robert S. Fisk, "Impact of Unionism on Governance," 105-115; Sheldon Elliot Steinbach, "Collective Bargaining on Private Campuses," 116-129; and Florence Moog, "Tenure is Obsolete," 130-136.

72. Faculty Collective Bargaining in Postsecondary Institutions: The Impact on the Campus and on the State; Background and Recommendations. Denver, Colo.: Education Commission of the States, May 1972. 20 p. ED 062 968. This document was prepared in support of active involvement of the Education Commission of the States in collective bargaining studies. See the Commission's 1974 publication (#143).

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76. Labor Relations in Higher Education. Course Handbook Series, No. 47. New York: Practising Law Institute, November-December 1972. 264 p. William P. Lemmer, "The Unit Question," 7-18; Harvey I. Wax, "The 'Student-Employee' at the University," 19-26; Thomas L. P. O'Donnell, "The Private Institution," 27-46; J. David Kerr, "The Public Institution," 47-56; Herbert D. Schwartzman, "Collective Bargaining in Higher Education," 57-68; J. David Kerr, "Preparation for Bargaining and Creating the Negotiating Team," 69-78; Terrence N. Tice, "Public Employee State Laws" (reprint), 79-116; William B. Boyd, "Collective Bargaining in Academe: Causes and Consequences" (reprint), 117-132; Michael H. Moskow, "The Scope of Collective Bargaining in Higher Education" (reprint), 133-156; Ronald C. Brown, "Professors and Unions: The Faculty Senate: An Effective Alternative to Collective Bargaining in Higher Education" (reprint), 157-240; "Joint Submission of the Faculty Associations on Salaries and Other Terms and Conditions of Employment to the Board of Governors, The University of Saskatchewan," 241-260.

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78. Millett, John D., et al. Personnel Management in Higher Education. Washington, D.C.: Academy for Educational Development, October 1972. 43 p. John D. Millett, "Scope and Problems" and "Tenure and Collective Bargaining"; Douglas G. MacLean and Hugh P. Avery, "163 Ways to Save Money, Reduce Costs and Avoid Problems in Personnel Administration."

79. Mortimer, Kenneth P., and G. Gregory Lozier. Collective Bargaining: Implications for Governance. University Park: Center for the Study of Higher Education, Pennsylvania State University, June 1972. 67 p.

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81. Pietrowski, Robert F. Collective Negotiations: Is This the Answer to the Problems of Faculty Participation in Higher Education? Burlingame: California Higher Education Association, 1972. 75 p. Papers presented at the first annual conference, December 9-11, 1971.

82. Report on Possible Collective Action by the Faculty. Academic Senate, Berkeley Division, University of California, March 20, 1972. 10 p. The report was approved by the Academic Senate on that date.

83. Ruff, Raymond T., Jr. "A Description and Analysis of Faculty Grievance Procedures in New York State Community Colleges." Ph.D. dissertation, State University of New York at Buffalo, 1972. 147 p. The reference is to cases in SUNY's thirty-seven community colleges during the 1970-71 academic year. Dismissal and nonpromotion were the major areas of grievances which reached formal hearings. Procedures were classified by the step procedure: immediate supervisor, president and binding arbitrator, with emphasis on the importance of handling grievances at the first step. Dissertation Abstracts, Vol. 33-A, p. 1464. Order No. 72-27265.

84. Tice, Terrence N., ed. Faculty Power: Collective Bargaining on Campus. Ann Arbor: Institute of Continuing Legal Education, 1972. xvii, 368 p. ED 093 201. Contents: Theodore J. St. Antoine, "Introductory Remarks," 1-8; Russell A. Smith, "Legal Principles of Public Sector Bargaining," 9-22; Robert G. Howlett, "Perspectives in Public Sector Bargaining," 23-36; William F. McHugh, "Faculty Bargaining: Practical Considerations," 37-48; J. David Kerr and Kenneth M. Smythe, "Collective Bargaining in Public Institutions," 49-58; Tracy H. Ferguson, "Private Institutions and the NLRB," 59-66; Karl J. Jacobs, "Collective Bargaining in Community Colleges," 67-74; "Institutional Differences: Questions and Answers," 75-80; William P. Lemmer, "Cases at the University of Michigan," 81-90; Charles M. Rehmus, "Alternatives to Bargaining and Traditional Governance," 91-98; Belle Zeller, "Bargaining at the City University of New York," 99-106; "Panel Discussion" by John W. Reed, Charles M. Rehmus, Russell A. Smith, Terrence N. Tice, Belle Zeller, 107-116; Alfred D. Sumberg, Allan F. Smith, Malcolm G. Scully, Robert T. Blackburn, "Should Faculties Organize?" 117-128; Terrence N. Tice, "Pros and Cons of Collective Bargaining," 129-140; Harry T. Edwards, R. Theodore Clark, Jr., Theodore Sachs, J. David Kerr, and William F. McHugh, "The Bargaining Process: Problems and Procedures," 141-154. Appendixes by the editor: "Public Employee State Laws," 155-190; "Two Model State Acts," 191-222; "Executive Order No. 1191," 223-230; "The Cornell Case," 231-250; "The Million Dollar Rule of the NLRB," 251-254; "The Fordham Case," 255-272; "Association of American Law Schools Position Statement and Brief," 273-288; "NLRB Denial of the American Association of University Professors Petition," 289-290; "Bargaining Agents at 163 Colleges and Universities," 291-298; "Contracts," 299-314; "Bylaws: Legislative Conference of the City University of New York," 319-330; "Bargainable Issues," by J. David Kerr and Kenneth M. Smythe, 315-318; "Bibliography," 331-350.

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87. Washington (State), Council on Higher Education: C. William Chance. Academic Tenure in Washington Higher Education Olympia, Wash.: Council on Higher Education, 1972. iii, 114 p.

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tegy and Tactics of Collective Bargaining," 7-32; William F. McHugh, "Faculty Unionism and Tenure," 33-64; Rose Channin, et al., "Collective Bargaining and its Impact on Board-President Relationships," 65-78; E. Gordon Gee, "An Examination and Analysis of State Public Employment Statutes with Recommendations for Statutory Treatment of Institutions of Higher Education," 79-113.

95. Carr, Robert K., and Daniel K. Van Eyck. Collective Bargaining Comes to the Campus. Washington, D.C.: American Council on Education, 1973. xii, 314 p. ED 084 993. A general account of collective bargaining in four-year institutions from 1968 to 1972--background, causes, procedures, problems and prospects.

96. Chambers, Merritt M. The Colleges and the Courts: Faculty and Staff Before the Bench. Danville, Ill.: Interstate, 1973. xxii, 360 p.

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99. Commission on Academic Tenure in Higher Education, William R. Keast and John W. Macy, Jr., co-chairmen. Faculty Tenure: A Report and Recommendations by the Commission on Academic Tenure in Higher Education. San Francisco: Jossey-Bass, 1973. xviii, 276 p. The 92-page landmark report, with recommendations, was jointly sponsored by the American Association of University Professors and the Association of American Colleges. It is accompanied by Walter P. Metzger, "Academic Tenure in America: A Historical Essay," 93-159; Victor G. Rosenblum, "Legal Dimensions of Tenure," 160-193; William F. McHugh, "Faculty Unionism and Tenure," 194-214; and some supporting documents, 215-254.

100. Diener, Thomas, ed. College Teaching and Teachers: Legal Implications of Academic Affairs. University, Ala.: Institute of Higher Education Research and Services, University of Alabama, July 1973. 69 p. Conference proceedings. Contents: Margaret Dunkle, "Women's Rights in Academe," 1-17, and Marjorie Knowles, "Response: Some Extra Legal Concerns," 18-21; Richard Thigpen, "The Outlook for Faculty Bargaining," 22-40, and Joan North, "Response: Faculty Collective Bargaining: An Industrial Relations Approach," 41-50; Parker Young, "The Courts and Academic Affairs," 51-69.

101. Duryea, E. D., Robert S. Fisk, and Associates. Faculty Unions and Collective Bargaining. San Francisco: Jossey-Bass, 1973. xvi, 236 p. In general introductory style, chapters are contributed by Joseph W. Garbarino, "Emergence of Collective Bargaining," 1-19; Donald H. Wollett, "Issues at Stake," 20-43; David L. Graham and Donald E. Walters, "Bargaining Process," 44-65; Matthew W. Finkin, "Grievance Procedures," 66-86; George W. Angell, "Two-Year College Experience," 87-107; Kenneth P. Mortimer and G. Gregory Lozier, "Contracts of Four-Year Institutions," 108-129; Robert S. Fisk and William C. Puffer, "Public University System: State University of New York," 130-155; Neil S. Bucklew, "State College: Central Michigan," 156-174; Frederick E. Hueppe, "Private University: St. John's," 175-194; Robert S. Fisk

and E. D. Duryea, "Epilogue: Analysis and Perspective," 195-216; William C. Puffer, "Selected Bibliography," 217-224.

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185. American Society for Engineering Education, Task Force on Unionization. Faculty Unionization and Collective Bargaining: A White Paper. Washington, D.C.: American Society for Engineering Education, 1975. v, 41 p.

186. Anderson, Richard Todd. "An Analysis of the Influence of Selected Characteristics on the Attitudes of Faculty, Management, and Board Members of the Wisconsin Vocational, Technical and Adult Education System toward the Collective Bargaining Process." Marquette University Ed.D. dissertation, 1975. 217 p. Dissertation Abstracts, Vol. 37-A, p. 715. Order No. 76-16871.

187. Armstrong, James Owen, II. "Faculty Perceptions of Shared Authority and Collective Bargaining at the Public Institutions of Higher Education in Virginia." College of William and Mary in Virginia Ed.D. dissertation, 1975. 113 p. Analysis of a questionnaire sent to faculty members. Dissertation Abstracts, Vol. 36-A, p. 5072. Order No. 76-2916.

188. Association of College and Research Libraries, Committee on Academic Status. Faculty Status for Academic Librarians: A History and Policy Statements. Chicago: American Library Association, October 1975. vi, 55 p.

189. Begin, James P. Bargaining History--Contract Summaries, New Jersey Community Colleges, 1968-1975. New Brunswick, N. J.: Institute of Management and Labor Relations, Rutgers University, July 1975. 150 p. A comprehensive clause-by-clause analysis.

190. Begin, James P., Theodore Settle, and Paula Alexander. Academics on Strike. Rutgers: Institute of Management and Labor Relations, University Extension Division, The State University of New Jersey, 1975. 134 p. This first study of its kind includes an introduction, case studies of 1974 strikes at Rider College and within the New Jersey State College system, and concluding observations.

191. Bell, Frank C., Jr. "Attitudes of Academic Chairmen and Department Faculty Members Toward Faculty Growth Contracts in Tennessee Public Four-Year Institutions of Higher Education." George Peabody College for Teachers Ph.D. dissertation, 1975. 165 p. Attitudes toward individual growth contracts were studied in all ten Tennessee public four-year institutions. Dissertation Abstracts, Vol. 36-A, p. 5075. Order No. 76-3711.

192. Berdahl, Robert O., ed. Evaluating State Boards, New Directions for Institutional Research 5 (San Francisco: Jossey-Bass, 1975). vi, 114 p.

193. Berlet, Chip, ed. Student Unionization: Perspectives on Establishing a Union of Students. Washington, D.C.: United States National Student Association, 1975. 47 p.

194. Black, Frederick Harrison. "A Case Study of the Attitudes of Professional Employees Concerning Higher Education Personnel Practices." University of Massachusetts Ed.D. dissertation, 1975. 214 p. The university studied is not identified. Dissertation Abstracts, Vol. 36-A, p. 3256. Order No. 75-27568.

195. Blumer, Dennis H., ed. Legal Issues for Postsecondary Education: Briefing Papers I. Washington, D.C.: American Association of Community and Junior Colleges, 1975. 96 p. ED 115 317. Liability of administrators, trustees and faculty is the principal subject here.

196. Borus, David M. "The Effects of Faculty Bargaining on Students and Student-Related Areas." University of Michigan Ph.D. dissertation, 1975. ix, 116 p. Comparison of three pairs of unionized and nonunionized institutions: private liberal arts college, state university and state college; also a survey of fifty unionized and fifty nonunionized matched institutions. Dissertation Abstracts, Vol. 36-A, p. 6499. Order No. 76-9349.

197. Bronsard, Donald R. "A Development, Comparison, and Contrast of Selected Faculty-Administration Consensuses Regarding Collective Bargaining Contracts in Connecticut's Four Subsystems of Public Higher Education." University of Connecticut Ph.D. dissertation, 1975. 493 p. Dissertation Abstracts, Vol. 36-A, p. 7889. Order No. 76-14281. An 18-page report: ED 125 4021.

198. Brown, Furney Edward, Jr. "Variables Affecting Collective Bargaining Attitudes in a Select Set of Community Colleges in South Florida." University of Miami Ed.D. dissertation, 1975. 250 p. A study of four community colleges, using governance, liberalism-conservatism, and student role as independent variables. The type of college and the extent of faculty participation in decision making were the most highly significant contributing factors. Dissertation Abstracts, Vol. 36-A, p. 5852. Order No. 76-4708.

199. Collective Bargaining in Public Institutions of Higher Education in the Commonwealth of Massachusetts: Contract Content--Update April 1975. Boston: Massachusetts Board of Regional Community Colleges, April 1975. 22 p. Typescript. See Collective Bargaining, 1973 (#97).

200. Davis, Dan Allen. "The Involvement of Nonacademic Employees in University Governance." University of Oklahoma Ed.D. dissertation, 1975. 129 p. Out of an initial survey of over 200 institutions, 35 groups at 31 state-supported universities were selected for study. Dissertation Abstracts, Vol. 36-A, p. 2045. Order No. 75-21795.

201. Driscoll, James Walter. "Determinants of Faculty Attitudes Towards Collective Bargaining for the Faculty at Cornell: Participation and Trust in the Decision-Making Process." Cornell University Ph.D. dissertation, 1975. x, 108 p. Of the full-time faculty, 56% answered the questionnaire used, in April 1974. Dissertation Abstracts, Vol. 36-B, p. 1963. Order No. 75-22989.

202. Dunbar, Artice K. "Implications of Collective Bargaining as Perceived by Faculty at the University of Pittsburgh, 1975." University of Pittsburgh Ph.D. dissertation, 1975. 116 p. Using a stratified sample of faculty at the University of Pittsburgh's Oakland campus, salaries were found to be the greatest factor contributing to interest in collective bargaining, though few thought it desirable. Dissertation Abstracts, Vol. 36-A, p. 5857. Order No. 76-5431.

203. Duryea, E. D., and Robert S. Fisk. Collective Bargaining, the State University and the State Government in New York. Buffalo: Department of Higher Education, State University of New York at Buffalo, December 1975. 51 p. ED 124 049.

204. Eiler, Edward E. "Selected Alternatives for Public Higher Education Collective Bargaining: An Analysis Utilizing a Systems Approach." Ball State University Ed.D. dissertation, 1975. 235 p. Dissertation Abstracts, Vol. 37-A, p. 60. Order No. 76-16463.

205. Ernst, Richard J., ed. Adjusting to Collective Bargaining, New Directions for Community Colleges 3, no. 3 (San Francisco: Jossey-Bass, Autumn 1975). viii, 110 p. Patsy R. Sumner, "An Unsteady State," 1-12; Joseph N. Hankin, "What's Past is Prologue," 13-22; Daniel F. Schultz, "Why Faculties Bargain," 23-28; Terence D. Florin, "Unionism, An Experiential Report" [Normandale Community College, Minnesota], 29-34; Fred I. Mathews, "Trustees at the Bargaining Table," 35-44; Curtis S. Murton, Jr., "Role of the Chief Executive Officer," 45-50; Stuart Steiner, "The Dean's Participation: Necessity or Lunacy?" 51-58; James E. Freimuth, "The Department Chairman--In or Out?" 59-64; John Grede, "Managing the Management Team," 65-74; Eric Rhodes, "Using Consultants," 75-80; Philip C. Helland, "Collective Bargaining in a State System" [Minnesota], 81-90; Richard J. Ernst, "Taking a Good Look," 91-98; Elizabeth Rinnander, "Sources of Information," 99-105.

206. Felts, William Troy, III. "Trends Toward Collective Bargaining in the Thirteen Senior State Supported Institutions of Higher Education in the State of Illinois." Ph.D. dissertation, Southern Illinois University, 1975. 102 p. A questionnaire distributed to chairmen of governing boards, presidents, vice presidents, legal counsels, chairmen of faculty interest groups and student body presidents revealed that the population expected collective bargaining within the next five years (faculty preference: AAUP) and believed salaries would be the most significant issue. Dissertation Abstracts, Vol. 26-A, p. 4902. Order No. 76-3307.

207. Finkin, Matthew W., Robert A. Goldstein, and Woodley B. Osborne. A Primer on Collective Bargaining for College and University Faculty. Washington, D.C.: American Association of University Professors, 1975. viii, 149 p.

Also see A.A.U.P. Policy Documents and Reports, 1977. Washington, D.C.: American Association of University Professors, 1977. 98 p.

208. Furniss, W. Todd. Grievance Procedures: A Working Paper. Washington, D.C.: American Council on Education, August 1975. 37 p. ED 112 796.

209. Gaff, Jerry G. Toward Faculty Renewal: Advances in Faculty, Instructional, and Organizational Development. San Francisco: Jossey-Bass, 1975. xviii, 244 p.

210. Gallucci, Samuel Louis. "The Effect of Collective Bargaining on the Governance Role of the Physical Education Department Chairperson." West Virginia University Ed.D. dissertation, 1975. 185 p. The study drew data from 27 postsecondary institutions nationwide. Dissertation Abstracts, Vol. 36-A, p. 4325. Order No. 76-750.

211. Garbarino, Joseph W., and Bill Aussieker. Faculty Bargaining: Change and Conflict. New York: McGraw-Hill, 1975. ix, 278 p. A Carnegie Commission on Higher Education report.

212. Gardiner, Richard A. "A Case Study of the Board/Administration Decision-Making Process in a Community College Collective Bargaining Experience." Columbia University Teachers College Ed.D. dissertation, 1975. 171 p. The author was the president's representative on the board negotiating team. Here he uses a modified social systems analysis of relationships, showing that lack of concerted planning between board and administration can produce a loss of board control in making critical decisions while bargaining is in process. Dissertation Abstracts, Vol. 36-A, p. 5080. Order No. 76-3253.

213. Goodwin, Harold I., and Edwin R. Smith. Encyclopedia of Collective Bargaining. Morgantown: West Virginia University, 1975. 1199 p. Order from West Virginia University Bookstore. This work incorporates annual compilations of higher education contract material made since 1972.

214. Gunne, Manuel G., and Kenneth P. Mortimer. Distributions of Authority and Patterns of Governance. Report No. 25. University Park: Center for the Study of Higher Education, Pennsylvania State University, 1975. 23 p.

215. Hardigan, James Edward. "An Analysis of Institutional Variables Leading to the Election of a Collective Bargaining Agent at Private Colleges and Universities." Cornell University Ph.D. dissertation, 1975. 109 p. Factor analysis of fifty-five variables described institutions without an election and those where a faculty union was elected or defeated with five five factors: prestige, complexity, traditionalism, occupational orientation and salary increase. Regression analysis showed that all variance could be explained by the last two factors, so that a prediction model was developed from these two. Dissertation Abstracts, Vol. 35-A, p. 2534. Order No. 75-24190.

216. Hartnett, Richard Andrew. "Authority and Control in Colleges with Successive Collective Bargaining Contracts." West Virginia University Ed.D. dissertation, 1975. 372 p. Comparative case studies of three representative institutions: CUNY, the New Jersey State Colleges, and Macomb County Community College (Michigan). Dissertation Abstracts, Vol. 36-A, p. 1946. Order No. 75-21925.

217. Hasselbrinck, William Reavis. "Higher Court Decisions Related to Faculty Rights in Higher Education." Indiana State University Ph.D. dissertation, 1975. 257 p. The American Digest System was used to collect cases between January 1, 1946 and August 31, 1974 for analysis. Dissertation Abstracts, Vol. 36-A, p. 7778. Order No. 76-11624.

218. House, Charles Brewer, Jr. "Self-perceived Effects of Faculty Collective Bargaining on the Academic Leadership Roles of College and University Administrators." Michigan State University Ph.D. dissertation, 1975. 207 p. Four public four-year colleges and universities were selected for study. Dissertation Abstracts, Vol. 36-A, p. 7896. Order No. 76-12462.

219. Jones, Gary Leland. "Changes in the Role of the President's Office in Selected Universities Following Faculty Unionization." Michigan State University Ph.D. dissertation, 1975. 213 p. Some 23 interviews were held on five campuses. Dissertation Abstracts, Vol. 36-A, p. 7781. Order No. 76-12468.

220. Julius, Daniel J., and John C. Allen. Collective Bargaining in Higher Education: Bibliography No. 3. New York: National Center for the Study of Collective Bargaining in Higher Education, Baruch College-CUNY, April 1975. xxix, 129 p. ED 115 140 (microfiche only).

221. Julius, Daniel J., and Kenneth Dressner. Higher Education Collective Bargaining: Other Than Faculty Personnel. Bibliography, Vol. 2. New York: National Center for the Study of Collective Bargaining in Higher Education, Baruch College-CUNY, December 1975. xvi, 118 p. ED 122 706. Includes glossary of labor terms, pp. 73-113.

222. Kellett, Robert Hamilton. "A Study of Trends and Patterns of Change in Collective Bargaining Contracts at Public Community Colleges in Selected States." Florida State University Ph.D. dissertation, 1975. 225 p. Studied were 137 contracts in 41 institutions in Illinois, Michigan, New Jersey and New York, using the 1972 Goodwin-Andes contract outline. Dissertation Abstracts, Vol. 36-A, p. 5083. Order No. 76-2656.

223. Kemerer, Frank Robert. "The Impact of Faculty Collective Bargaining on College and University Governance." Stanford University Ph.D. dissertation, 1975. 438 p. Literature review, questionnaire administered through the Stanford Project on Academic Governance, and seven case studies. Conclusion: negotiation and administration of contracts will foster the collegial interpretation of governance only if the parties are willing to have it so. Dissertations Abstracts, Vol. 36-A, p. 1955. Order No. 75-21878.

224. Kemerer, Frank R., and J. Victor Baldridge. Unions on Campus. San Francisco: Jossey-Bass, 1975. xi, 243 p. Report on faculty bargaining from the Stanford Project on Academic Governance. Summary of survey findings; patterns of governance and bargaining; causes of faculty unionization and factors that shape it; consequences for personnel decision, academic senates and campus administration; assessment.

225. Klotz, Neil, ed. Students, Collective Bargaining, and Unionization. Washington, D.C.: United States National Student Association, 1975. 64 p.

226. Kramer, Gerald Herman. "Collective Bargaining Agreements in Four-Year State Colleges: 1973-1974." University of Iowa Ph.D. dissertation, 1975. 128 p.

All the fourteen current agreements, covering 37 institutions, were analyzed regarding the scope of bargaining, and various possible influences on scope were considered. Dissertation Abstracts, Vol. 36-A, p. 4915. Order No. 76-2142.

227. Lavine, John M., and Wallace L. Lemon, eds. Report of the Regents Task Force on University Governance and Collective Bargaining. Washington, D.C.: Association of Governing Boards of Universities and Colleges, 1975. 40 p. Original report: ED 102 913, 54 p. Locus: University of Wisconsin System.

228. Lee, Eugene C., and Frank M. Bowen. Managing Multicampus Systems: Effective Administration in an Unsteady State. A Report for the Carnegie Council on Policy Studies in Higher Education. San Francisco, Calif.: Jossey-Bass, 1975. xvii, 172 p.

229. Leslie, David W. Conflict and Collective Bargaining. ERIC/Higher Education Research Report No. 9. Washington, D.C.: American Association for Higher Education, 1975. 70 p.

230. Linta, Edward. "Collective Bargaining at a State College in Michigan." University of Michigan Ph.D. dissertation, 1975. v, 313 p. Evolution of faculty collective bargaining at Ferris State College, with examination of the role of students in that process. A student sat on the administrative team there, with full voting rights. Dissertation Abstracts, Vol. 36-A, p. 3451. Order No. 75-29278.

231. McDonald, Jack Ralph. "The Impact of Collective Bargaining on Susceptibility to Change in Selected Michigan Community Colleges." University of Michigan Ph.D. dissertation, 1975. 251 p. A questionnaire was administered to samples of administrators and faculty at seven Michigan community colleges and interviews held regarding a wide range of areas subject to decision making there. Dissertation Abstracts, Vol. 36-A, p. 6508. Order No. 76-9462.

232. Mannix, Thomas M., ed. Collective Bargaining in Higher Education: Proceedings, Third Annual Conference, April 1975. New York: National Center for the Study of Collective Bargaining in Higher Education, Baruch College-CUNY, 1975. 136 p. ED 125 393. Contents: Thomas M. Mannix, "Introduction," 5-7; Alfred A. Giardino, "Keynote Address," 11-13; Joseph W. Garbarino, "Collegiality, Consensus, and Collective Bargaining," 14-22; Frank J. Thompson, Jr., "Collective Bargaining in Higher Education," 23-27; Sheldon Elliot Steinbach, "Federal Legislation for Public Employee Collective Bargaining: Legislative Initiatives for Higher Education," 28-37; Stephen Perelson, "Federal Legislation for Public Employees: A Union Perspective," 38-44; Donald C. Savage, "Collective Bargaining in Canadian Universities," 45-50; D. V. George, "Collective Bargaining in Canadian Higher Education--A Management View," 51-59; Richard Chait, "Faculty Unions and Academic Tenure: On a Collision Course," 60-70; Irwin Polishook, "Faculty Unions and Academic Tenure on a Collision Course?" 68-73; Jerome M. Staller, "Collective Bargaining: Its Effect on Faculty at Two-Year Public Colleges," 74-87; Kent M. Weeks, "Private Colleges and Collective Bargaining: A Chance for Experimentation," 88-92; Thomas Emmet, "Dispute Settlement Techniques," 93-102; Margaret K. Chandler, "Management Rights Issues in Collective Bargaining in Higher Education," 103-117; Joseph Crowley, "Disparities Between University and Private Sector Collective Bargaining," 118-122; Susan Fratkin, "Collective Bargaining and Affirmative Cation," 123-132.

233. Mascotti, Paul Joseph. "Higher Education and Collective Bargaining: A Developmental Model." University of Minnesota Ed.D. dissertation, 1975. 159 p. Dissertation Abstracts, Vol. 36-A, p. 1221. Order No. 75-21028.

234. Morgan, David Moss. "Changes in Planning Following Adoption of Statewide Governance." Indiana University Ed.D. dissertation, 1975. 130 p. North Carolina. Dissertation Abstracts, Vol. 36-A, p. 5873. Order No. 76-6335.

235. Najita, Joyce M. Higher Education Contract Clause Finder: Four and Two-Year Colleges and Universities, 4th issue. Honolulu: Industrial Relations Center, University of Hawaii, 1975. 310 p. The 5th issue appeared in 1977, also edited by Najita, an update of provisions found in contracts of seven four-year colleges and six two-year colleges published in the second and third issues. Contracts from a different set of nine institutions and state systems were reported in this 4th issue.

236. Mortimer, Kenneth P., and Naomi V. Ross, with Michael E. Shorr and Cheryl Toronyi. Faculty Voting Behavior in the Temple University Collective Bargaining Elections. University Park: Center for the Study of Higher Education, Pennsylvania State University, April 1975. vii, 61 p. ED 109 976.

237. Nason, John W. The Future of Trusteeship: The Role and Responsibilities of College and University Boards. Washington, D.C.: Association of Governing Boards of Universities and Colleges, 1975. 48 p.

238. O'Toole, J. Brian. "Faculty and Administrative Attitudes Regarding Governance in Utah Institutions of Higher Education." University of Utah Ph.D. dissertation, 1975. 240 p. Dissertation Abstracts, Vol. 36-A, p. 2553. Order No. 75-23551.

239. Oxhandler, Richard Malcolm. "Attitudes of Students, Faculty and Administrators Toward Collective Bargaining at Two Public Colleges in California." Western Michigan University Ed.D. dissertation, 1975. 135 p. The study was done at California State College, Bakersfield, and two-year Bakersfield College. Substantial differences among the three groups were not found. Dissertation Abstracts, Vol. 36-A, p. 6408. Order No. 76-8343.

240. Pfnister, Allan O., ed. University Faculty in Crisis: Collective Bargaining, Tenure, Faculty Development. Occasional Papers in Higher Education, No. 10. Denver, Colo.: University of Colorado, September 1975. 107 p. ED 119 573. Nine papers presented in a seminar of advanced graduate students, spring term 1975.

241. Poole, Lawrence H. "The Influence of Collective Bargaining Upon Written Policies of Governance in Selected Community/Junior Colleges." University of Florida Ph.D. dissertation, 1975. 118 p. Study of 23 colleges from eight states: Michigan, New Jersey, New York, Washington (with legislation) compared with Florida, North Carolina, Texas and Virginia (without legislation, but with well-organized state systems of community colleges). Policies were distinguished for four levels of influence collective bargaining had on them: none, some, substantial, or only regarding the faculty's gain of a voice in future direction of the policies. Dissertation Abstracts, Vol. 36-A, p. 5094. Order No. 76-4268.

242. Reuben, Elaine, and Leonore Hoffman, eds. "Unladylike and Unprofessional": Academic Women and Academic Unions. New York: Modern Language Association Commission on the Status of Women, January 1975. 65 p. ED 104 270.

243. Richardson, Richard C., Jr., ed. Reforming College Governance, New Directions for Community Colleges No. 10. San Francisco, Calif.: Jossey-Bass, Summer 1975. xv, 97 p. Richard C. Richardson, Jr., "Editor's Notes," vii-xv; Abram G. Konrad, "Community College Boards: A Canadian Perspective," 1-10; Duane D. Anderson, "New Partners, Old Problems" [collective bargaining in Iowa], 11-18; Tom Cottingham and Leland Cooper, "Southern Appalachia: A Special Challenge," 19-26; Benjamin R. Wygal and Harold James Owen, Jr., "Governing a Multicampus District," 27-36; Kenneth W. Oosting, "Self-examination at Harford," 37-44; Richard Coombe, "A Case Study Improves Governance," 45-52; Merle E. Landerholm, "Building an Organizational Team," 53-62; Gerald O. Kelly, "Governance as Education: The Dawson Approach," 63-74; Margo Janelle Kipps and Elizabeth Rinnander, "Governance: Sources and Information," 75-92.

244. Shulman, Carol H. Federal Laws: Nondiscrimination and Faculty Employment. ERIC/Higher Education Research Report No. 4. Washington, D.C.: American Association for Higher Education, 1975. 53 p.

245. Spruill, Charles Ray. "Collective Bargaining at Four-Year Colleges and Universities: An Empirical Study." Southern Illinois University, 1975. 176 p. Questionnaires were sent to leaders on both sides in the 62 four-year institutions that had chosen agents as of November 1973, with 57% and 55% response. Dissertation Abstracts 36-A, p. 8193. Order No. 76-13292.

246. Staller, Jerome Mark. "The Impact of Collective Bargaining on Faculty at Two-Year Public Colleges." Ph.D. dissertation, Temple University, 1975. 179 p. Compensation and workload data were gathered primarily from the U.S. Office of Education's 1970-71 Higher Education General Information Survey. No relative effect of bargaining on salaries was found but some effect on lowering faculty workloads. Dissertation Abstracts, Vol. 36-A, p. 3877. Order No. 75-28250. See his report in Mannix 1975 (#232), also reproduced in ED 125 694 (15 p.).

247. Stoltz, Joseph Richard. "Student Participation in the Governance of Private Liberal Arts Colleges: A Comparative Analysis of Student, Faculty, and Administrator Perspectives." Columbia University Ed.D. dissertation, 1975. 144 p. Dissertation Abstracts, Vol. 36-A, p. 1336. Order No. 75-18695.

248. Storholm, Gordon R. "Acceptance and Rejection of Collective Bargaining at Private Four-Year Colleges and Universities." University of Pennsylvania Ph.D. dissertation, 1975. 185 p. Questionnaires, interviews and analysis of contracts were used. Dissertation Abstracts, Vol. 36-A, p. 8180. Order No. 76-12347.

249. Sumner, Patsy Ruch. "A Study to Determine the Percentage of Annual Working Hours Spent by Selected Two-Year College Administrators in Collective-Bargaining Related Activities." George Washington University Ed.D. dissertation, 1975. 297 p. A 61.7% response was received from 217 institutions, for a study of 33 variables in 21 specified administrative positions. A combined mean time of 57.4 weeks was spent on collective bargaining by the 21 positions studied; four top-level positions represented almost one-half of that time; few institutions retained labor relations experts to assist them; and the size of the institution was not a determinant of the amount of time spent. Dissertation Abstracts, Vol. 36-A, p. 7243. Order No. 76-10138.

250. Suntrup, Edward Louis. "Unionism in Higher Education: A Study in the Sociology of Law and Organizations." University of Minnesota Ph.D. dissertation, 1975. 234 p. The study was taken from all unit determination awards pre-

ceding first contract signing in four-year colleges and universities up to May 1974, all the corresponding contracts, and the relevant statutes. Dissertation Abstracts, Vol. 36-A, p. 4070. Order No. 75-27220.

251. Tennant, James Lawrence. "Collective Bargaining in Higher Education: A Case Study." Indiana University Ed.D. dissertation, 1975. 213 p. A case study of movements toward faculty collective bargaining at Wayne State University, Michigan. Dissertation Abstracts, Vol. 36-A, p. 5880. Order No. 76-6353.

252. Thorpe, Edwin Morris. "Faculty Attitudes at Florida A and M University Toward Collective Bargaining and Their Relationship to Shared Authority and Selected Demographic Variables." Florida State University Ph.D. dissertation, 1975. 119 p. An update of a 1972 study by Malcolm C. McInnis (#121), now finding considerably more favorable attitudes toward collective bargaining. Dissertation Abstracts, Vol. 36-A, p. 3462. Order No. 75-26823.

253. Tice, Terrence N., ed. Campus Employment Relations: Readings and Resources. Ann Arbor, Mich.: Institute of Continuing Legal Education, 1975. xi, 627 p. Fifty articles reprinted in full in ten sections, each introduced by the editor: Higher Education and the Law; Campus Governance and Planning; Academic Conflict Management; Collective Bargaining and Alternatives; Collective Bargaining, Budgeting and Contract Management; Professionalism, Workload and Productivity; Rights Issues Among Constituent Groups; Dispute Resolution; Strikes and Beyond; Grievance and Arbitration Procedures. Also an appendix presenting data on faculty bargaining; a select bibliography and resources list; and a first bibliography of case studies, both general and by states and institutions. 8 1/2 by 11 typescript format in paperback.

254. Vladeck, Judith P., and Stephen C. Vladeck, eds. Collective Bargaining in Higher Education--The Developing Law. New York: Practising Law Institute, 1975. xxiv, 443 p. I. Editor's Note: "An Overview," 1-16; II. Three Perspectives: Sidney Hook, "The Academic Mission and Collective Bargaining," 17-32; Donald H. Wollett, "Self-Governance and Collective Bargaining for Higher Education Faculty: Can the Two Systems Co-Exist?" 33-52; William F. McHugh, "Tenure and Collective Bargaining," 53-80; III. Faculty Attitudes and Organizations: Belle Zeller, "Why Faculties Organize," 81-96; David Newton, "Faculty Attitudes and Collective Bargaining in Higher Education," 97-114; Robert H. Chanin, "Teacher Organizations in Higher Education Negotiations," 115-128; Jules Kolodny, "The American Federation of Teacher," 129-152; Woodley B. Osborne, "The AAUP and Collective Bargaining," 153-170; IV. The Legal Framework: Tracy H. Ferguson, William L. Bergan and Jeffrey L. Braff, "Labor Board Jurisdictional and Unit Determinations," 171-202; Kenneth F. Kahn, "Faculty Bargaining Units," 203-222; Caesar J. Naples and Joseph M. Bress, "Collective Bargaining--Its Scope," 223-246; Jerome Lefkowitz, "Collective Bargaining on the Campus--Contract Dispute Resolution," 247-274; V. Administration of Agreement: Maurice C. Benewitz, "Contract Provisions and Procedures," 275-296; Martin J. Morand and Edward R. Purcell, "Grievance and Arbitration Processing," 297-332; VI. Third Party Interests: Bernice Sandler, "Equal Employment Opportunity on the Campus," 333-356; Neil S. Bucklew, "Students and Concerted Action," 357-378. Appendix A: "AAUP Statement on Collective Bargaining," 380; B: "Important Decisions" [arbitration, court, NLRB, PERB], 381-420.

255. Volpe, Ronald P. "Collective Bargaining and Administrative Practices at Pennsylvania Community Colleges: A Faculty View at Unionized and Non-unionized Campuses." University of Pittsburgh Ph.D. dissertation, 1975. 181 p. A survey of faculty views on administrative practices. Dissertation Abstracts, Vol. 36-A, p. 2067. Order No. 75-22471.

256. Wallhaus, Robert A., ed. Measuring and Increasing Academic Productivity, New Directions for Institutional Research 8 (San Francisco: Jossey-Bass, 1975). viii, 133 p.

257. Washington (State), Senate, Advisory Committee on Community College Faculty Collective Bargaining to the Senate Select Committee (SR 74-271). Community College Faculty Collective Bargaining: Report and Recommendations. Olympia: Washington State Senate, 1975. 10, 45 p. ED 111 470.

258. Weaver, Jerald Lynn. "A Content Analysis of Public Attitude Toward Collective Negotiations in Postsecondary Education as Expressed by Selected General Magazines for the Period of 1958 to 1973." Florida State University Ph.D. dissertation, 1975. 146 p. Dissertation Abstracts, Vol. 36-A, p. 3464. Order No. 75-26829.

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259. Academy for Educational Development. A Survey of Faculty Personnel Practices at 32 Urban Community Colleges. New York: Academy for Educational Development, September 1976. 113 p.

260. American Philosophical Association. Report of the Ad Hoc Committee on Unionization and Collective Bargaining of the American Philosophical Association. Newark: University of Delaware, May 1976. 141 p.

261. Beazley, Richard M. Salaries and Tenure of Instructional Faculty in Institutions of Higher Education, 1974-75. Washington, D.C.: U. S. Government Printing Office, 1976. ix, 271 p. From the National Center for Education Statistics, following Higher Education Salaries and Fringe Benefits, 1971-72 and 1972-73.

262. Blumer, Dennis H., ed. Legal Issues for Postsecondary Education: Briefing Papers II. Washington, D.C.: American Association of Community and Junior Colleges, 1976. 93 p. ED 119 758.

263. Bureau of National Affairs. "Faculty Organizing: Special Report." White Collar Report, Special Supplement, No. 989. Washington, D.C.: Bureau of National Affairs, March 26, 1976. 64 p. Brief report of a survey, with emphasis on organizing campaigns, 1-9; appendixes are from AAUP and administration campaign literature at Western Michigan University, where AAUP won a representation election in February 1975, 11-54, and from law faculty and administration at Catholic University, where the law faculty voted "no agent" in 1973.

274. Cruzat, Gwendolyn Marie Stiggins. "Collective Bargaining in Academic Librarianship." Wayne State University Ph.D. dissertation, 1976. 124 p. Analysis of 30 agreements in effect at senior postsecondary institutions 1972-74. Dissertation Abstracts, Vol. 37-A, p. 6818. Order No. 77-9385.

265. Davis, Barbara Corkrey. "The Legal Aspects of Unit Determinations in Faculty Collective Bargaining at Public Institutions of Higher Education." Georgia State University--School of Education Ph.D. dissertation, 1976. 293 p. Statutes and other legal documents were studied with respect to six issues. Dissertation Abstracts, Vol. 37-A, p. 6296. Order No. 77-9307.

266. Ferguson, John Alexander Macarthur. "The Development of Academic Tenure in American Higher Education, 1870-1915: Judicialization as a Response to a Changing Academic Environment." University of Michigan Ph.D. dissertation, 1976. 280 p. Dissertation Abstracts, Vol. 37-A, p. 6298. Order No. 77-7913.

267. Fisher, Bethany Jeanne. "A Study of the Implications of the Nonretention of Tenured and Nontenured Faculty for Public Four-Year Institutions of Higher Education in the United States." Michigan State University Ph.D. dissertation, 1976. 271 p. An historical-legal method of research was used, with emphasis on federal case law concerning due process procedures from 1972 to 1974. Dissertation Abstracts, Vol. 37-A, p. 3293. Order No. 76-27095.

268. Floyd, Carol Everly. "Politics of Public Higher Education Coordination: Illinois Cases." University of Illinois at Urbana-Champaign Ph.D. dissertation, 1976. 226 p. Dissertation Abstracts, Vol. 37-A, p. 6743. Order No. 77-8993.

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